



2000

# The Economics of Work and Family 2000-01

Department of Economics

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## Werner Sichel Economics Lecture-Seminar Series

Department of Economics  
College of Arts and Sciences  
Western Michigan University  
Kalamazoo, MI 49008-5330

"The Economics of Work and Family" is the 37th annual Public Lecture-Seminar Series organized by the Department of Economics at Western Michigan University. This year's series focuses on the economics of work and family, including the importance of child care policy, the economics of fertility, and the effects of the federal Family and Medical Leave Act. This year, the series is directed by Dr. Emily P. Hoffman, Professor of Economics, and Dr. Jean Kimmel, Senior Economist at the W. E. Upjohn Institute for Employment Research, which is the co-sponsor of the series. Assisting Drs. Hoffman and Kimmel are Professors Wei-Chiao Huang, Susan Pozo, and Eskander Alvi of the Economics Department. The Wednesday afternoon lectures, followed by a question and answer session, are open to the public. Each scholar will also present a seminar to faculty, graduate students, and other interested practitioners. For further information, please contact Dr. Hoffman (616-387-5546; hoffman@wmich.edu), Dr. Kimmel (616-385-0435; kimmel@we.upjohninst.org), or call the Economics Department office at (616) 387-5535.

The public lectures in this series form the basis of two courses to be supervised by Dr. Hoffman. Economics 591 and 592 (one credit each) are open to graduate and advanced undergraduate students of Western Michigan University.

**Travel Directions:** From I-94 Exit 74, take U.S. 131 north to exit 36A (Stadium Drive). Go east on Stadium Drive to the fourth traffic light (Howard Street). Turn left across the railroad tracks onto Howard. Then take the second exit to the right onto the WMU campus. Follow the signs to the Miller Auditorium parking ramp. Knauss Hall is the dark brick building opposite the Waldo Library clock tower. See Western Michigan University's web site at [www.wmich.edu](http://www.wmich.edu) for a map.

### The Economics of Fertility



**Susan L. Averett**  
Associate Professor  
Lafayette College

Dr. Susan L. Averett is Associate Professor in the Department of Economics and Business at Lafayette College in Easton, Pennsylvania, where she has taught since 1991. She received a Ph.D. in Economics from the University of Colorado in 1991, after receiving her B.S. in Economics from Colorado State University in 1986. Dr. Averett was presented with the Michael E. Borus Dissertation Award in 1991 by the Ohio State University and the Center for Human Resources Research for the outstanding dissertation using the National Longitudinal Survey of Youth database.

Professor Averett's academic research covers a broad range relating mostly to fertility, child care, and female labor supply. She displays the rare skill of applying sophisticated econometric techniques to timely and interesting day-to-day topics. Some of her most interesting current research includes "Does Maternity Leave Induce Births?" (with Leslie A. Whittington), "Choosing Children Over Career? A Cross-Cohort Exploration of the Postpartum Labor Force Behavior of Professional Women" (with Leslie A. Whittington and Donna M. Anderson), and "Paternal Child Care and Children's Cognitive Development" (with Lisa Gennetian and Elizabeth Peters).

Dr. Averett's research also includes the following publications: "Welfare Generosity, Pregnancies and Abortions Among Unmarried Recipients" (with Laura Argys and Dan Rees in *Journal of Population Economics*), "Female Labor Supply with a Discontinuous Non-convex Budget Constraint: Incorporation of a Full-time/Part-time Wage Differential" (with Julie Hotchkiss in *The Review of Economics and Statistics*), "Tax Credits, Labor Supply and Child Care," (with H. Elizabeth Peters and Donald Waldman in *Review of Economics and Statistics*), "The Probability of Receiving Benefits at Different Hours of Work," (with Julie Hotchkiss in *American Economic Review*), "Do Higher Returns to College Education Encourage College Enrollments? An Analysis by Race," (with Michele C. McLennan and Megan Young in *Research in Labor Economics* and "The Economic Reality of the Beauty Myth" (with Sanders Korenman, *Journal of Human Resources*).

Dr. Averett also has earned several college-wide awards for exemplary teaching, and serves as referee for many major economics journals.

Wednesday  
January 17, 2001  
3:00 P.M.  
3508 Knauss Hall  
WMU

### Working for Families? Unpaid Leave and the Family and Medical Leave Act



**Katherin Ross Phillips**  
Research Associate  
The Urban Institute

Dr. Katherin Ross Phillips is a Research Associate in the Income and Benefits Policy Center of The Urban Institute. She earned a B.A. in Psychology from Johns Hopkins University in 1989 and received her Ph.D. from the interdisciplinary Social Science program at Syracuse University in 1999, but her professional activity pre-dates this final degree. She has worked as a Research Associate both at the Population Studies Center of the University of Pennsylvania and at the Center for Policy Research and the Luxembourg Income Study at Syracuse University. She received the Outstanding Doctoral Dissertation Award from Syracuse University in 1999.

Dr. Ross Phillips' research examines relationships among public policy, market work and the family and how these interactions influence child and family well-being. Of particular interest are the barriers to market work and changes in the work and domestic behaviors of low-income, primary caretakers in the wake of welfare reform. She is currently working with the National Survey of America's Families, a new national survey data collection effort by the Urban Institute.

Dr. Ross Phillips has co-authored numerous papers and book chapters. Her journal publications include "Public Policies and the Employment of Mothers: A Cross-National Study" (with Janet C. Gornick and Marcia K. Meyers in *Social Science Quarterly*), and "The EITC: Expectation, Knowledge, Use, and Economic and Social Mobility" (with Timothy M. Smeeding and Michael O'Connor in *National Tax Journal*). Her book chapters include "Gendering Welfare State Variation: Income Transfers, Employment Supports, and Family Poverty" (with Marcia K. Meyers and Janet C. Gornick), and "Social Protection in the Developed World" (with Timothy M. Smeeding).

Her recent research papers include "Labor Pains: The Effects of the Family and Medical Leave Act on Recent Mothers' Return to Work," "Parental Leave-Taking and the Family and Medical Leave Act" (with Jane Waldfogel and Wen-Jui Han), "Playing by the Rules, but Losing the Game: America's Working Poor" (with Gregory Acs and Daniel McKenzie), and "Social Protection for the Poor in the Developed World" (with Timothy M. Smeeding).

Dr. Ross Phillips serves as referee for professional journals and was a member of the Editorial Board of *Maxwell Review* from 1996-1998.

Wednesday  
February 21, 2001  
3:00 P.M.  
3508 Knauss Hall  
WMU

### How Family Structure Affects Labor Market Outcomes



**Joyce P. Jacobsen**  
Professor of Economics  
Wesleyan University

Dr. Joyce P. Jacobsen is Professor of Economics at Wesleyan University, where she has taught since 1993. She received her A.B. in economics *magna cum laude* from Harvard/Radcliffe College in 1982, and is a member of Phi Beta Kappa. She earned her M.Sc. in Economics from the London School of Economics in 1983, and her Ph.D. in Economics from Stanford University in 1991. She was an Assistant Professor of Economics and Business Administration at Rhodes College in 1988-93.

Professor Jacobsen's main areas of research are the causes and consequences of gender and racial differences in employment and earnings patterns, and explaining female labor supply. She has been very active professionally as author of many journal articles, book chapters, and book reviews. Her book, *The Economics of Gender*, displays the breadth and depth of her knowledge of this broad topic, and it has become a standard reference work in this area.

Other recent publications in this area include the book chapter titled "Looking at the Glass Ceiling: Do White Men Receive Higher Returns to Tenure and Experience?", and the journal articles titled "The Effects of Child-Bearing on Married Women's Labor Supply and Earnings: Using Twin Births as a Natural Experiment" (*Journal of Human Resources*), "Marriage and Migration: Comparing Gains and Losses from Migration for Couples and Singles" (*Social Science Quarterly*), "Do Men Whose Wives Work Really Earn Less?" (with Wendy L. Rayack, *American Economic Review*), and "Effects of Intermittent Labor Force Attachment on Women's Earnings" (with Laurence M. Levin, *Monthly Labor Review*).

Professor Jacobsen has served in many professional associations, including service on the board of the Committee on the Status of Women in the Economics Profession (CSWEP), an official subcommittee of the American Economic Association. Since 1997, she has served on the Editorial board of *Social Science Quarterly*. Also, she has been a member of the Working Group on Social Indicators of Women's Status at the Institute for Women's Policy Research since 1998.

Wednesday  
March 21, 2001  
3:00 P.M.  
3508 Knauss Hall  
WMU



## WESTERN MICHIGAN UNIVERSITY

College of Arts and Sciences  
Department of Economics  
Werner Sichel Lecture-Seminar Series

### The Economics of Work and Family

Public Lectures on Wednesdays  
3:00 p.m., 3508 Knauss Hall

#### Fall Semester

David M. Blau

University of North Carolina at Chapel Hill

September 13, 2000

Barbara R. Bergmann

American University and University of Maryland

October 11, 2000

Cordelia W. Reimers

Hunter College and CUNY

November 15, 2000

#### Winter Semester

Susan L. Averett

Lafayette College

January 17, 2001

Katherin Ross Phillips

The Urban Institute

February 21, 2001

Joyce P. Jacobsen

Wesleyan University

March 21, 2001

The Department of Economics and the College of Arts and Sciences gratefully acknowledges the co-sponsorship of this series by the W. E. Upjohn Institute for Employment Research, Kalamazoo, Michigan.

This series is directed by Dr. Emily P. Hoffman, Professor of Economics, and Dr. Jean Kimmel, Senior Economist at the W. E. Upjohn Institute for Employment Research.

### Does Federal Child Care Policy Make Sense?



David M. Blau  
Professor of Economics  
University of North Carolina at Chapel Hill

Dr. David M. Blau is Professor of Economics and Fellow of the Carolina Population Center at the University of North Carolina at Chapel Hill. He earned a B.A. in Economics from Antioch College in 1973. Professor Blau received his Ph.D. in Economics from the University of Wisconsin at Madison in 1980 and after a two-year post-doctoral fellowship at Yale University and then a short stay at the University of Miami, he joined the faculty at UNC-Chapel Hill in 1985. He is a labor and population economist with two broad areas of research interest that lie at opposite ends of the life cycle: the economics of child care and the economics of aging.

His child care research ranges nearly the entire spectrum of child care topics, including issues relating to both the demand and supply of child care and the effects of child care on child development. He has been a leader in efforts to frame the child care debate in the language and logic of economics. Among his many publications in this field are "Child Care Costs and Family Labor Supply" and "Turnover in Child Care Arrangements" (both with P. K. Robins, *Review of Economics and Statistics*); "Fertility, Employment and Child Care Costs" and "Child Care Demand and Labor Supply of Young Mothers Over Time" (both with P. K. Robins, *Demography*); "The Child Care Labor Market," "The Production of Quality in Child Care Centers," and "The Effect of Child Care Characteristics on Child Development" (*Journal of Human Resources*); "The Supply of Child Care Labor" (*Journal of Labor Economics*); and "The Demand for Quality in Child Care" (with A. Hagy, *Journal of Political Economy*). Dr. Blau has been awarded three grants from the National Institute of Child Health and Human Development and two from the Russell Sage Foundation to study child care issues. He is currently completing a book manuscript on the child care problem in the United States.

Professor Blau also has worked for many years on dynamic models of the labor force behavior of older individuals and couples, and has received two grants from the National Institute of Aging to study this issue. His professional service includes 6 years as co-editor of *Journal of Human Resources* and a current stint as Deputy Editor of *Demography*.

Wednesday  
September 13, 2000  
3:00 P.M.  
3508 Knauss Hall  
WMU

### Thinking About Child Care Policy



Barbara R. Bergmann  
Professor Emerita  
University of Maryland and American University

Dr. Barbara R. Bergmann has a most distinguished career in economics and social policy. After earning her B.A. in Mathematics and Economics at Cornell University in 1948, she attended Harvard University where she earned her Ph.D. in Economics in 1959. In 1962 she began her first academic appointment as Associate Professor of Economics at Brandeis University. Dr. Bergmann went to the University of Maryland in 1965 where she has been Professor Emerita since 1988. She is also Professor Emerita at American University after having served there as Distinguished Professor of Economics from 1988 to 1997.

Perhaps Dr. Bergmann's greatest contribution to the field of economics has been her commitment to the integration of sound economic thought with responsible social policy. Her current research includes the topics of child care, welfare and poverty, women's place in the economy and the family, and the labor market problems of women and African Americans. She is the author or co-author of numerous books and articles in both scholarly journals and nonacademic publications. Her previous books include: *In Defense of Affirmative Action*, *What the United States Can Learn From France*, and *The Economic Emergence of Women*. Her two most recent books are *Is Social Security Broke?: A Cartoon Guide to the Issues* (cartoons by Jim Bush), and *What Child Care System for America?* (with Suzanne Helburn, forthcoming in the year 2001). In the early 1980s, she wrote a monthly column on economic affairs for the *New York Times* Sunday Business Section.

Professor Bergmann has a long record of public service, including time spent as economist at the New York regional Office of the U.S. Bureau of Labor Statistics; senior staff economist on the Council of Economic Advisors to President John F. Kennedy; senior staff at the Brookings Institution and senior economic advisor at the Agency for International Development of the Department of State. She also has been very active in professional societies, serving as President of the Eastern Economic Association, Vice President of the American Economic Association, President of the American Association of University Professors, and President of the International Association for Feminist Economics.

Wednesday  
October 11, 2000  
3:00 P.M.  
3508 Knauss Hall  
WMU

### Parents' Work Time and the Family Thirty Years of Change



Cordelia W. Reimers  
Professor of Economics  
Hunter College and CUNY

Dr. Cordelia W. Reimers is Professor of Economics at Hunter College and the Graduate School of the City University of New York where she has taught since 1982. She earned her B.S. in History from the University of Wisconsin at Madison in 1958, and received her Ph.D. in Economics from Columbia University in 1977. Prior to joining the faculty at Hunter College, she was an Assistant Professor of Economics and Public Affairs at Princeton University. She also has served as a senior economist at the Council of Economic Advisers and as a visiting scholar at the Russell Sage Foundation.

While serving at the Council, Professor Reimers was lead author on the 1999 report "Families and the Labor Market, 1969-1999: Analyzing the Time Crunch." Also while at the Council, she co-authored chapters for the 1999 *Economic Report of the President and Annual Report of the Council of Economic Advisers* on "Work, Retirement and the Economic Well-Being of the Elderly" and "Benefits of a Strong Labor Market."

Professor Reimers' academic research has focused on racial and ethnic differences in labor market outcomes and on Social Security and retirement behavior. Recent book chapters on the topic of racial employment differences include: "The Effect of Tighter Labor Markets on Unemployment of Hispanics and African Americans: the 1990s Experience," "Compensation for the Latino Worker," and "Unskilled Immigration and Changes in the Wage Distributions of Mexican American, Black, and Non-Hispanic White Male Dropouts." Also, she has co-authored a number of articles on Social Security and retirement behavior with Marjorie Honig, including: "Responses to Social Security by Men and Women: Myopic and Farsighted Behavior" (*Journal of Human Resources*), "The Perceived Budget Constraint Under Social Security Evidence: from Re-entry Behavior" (*Journal of Labor Economics*), and "Is It Worth Eliminating the Retirement Test?" (*American Economic Review*).

Dr. Reimers has received several funding awards from university and government agencies, including the Social Security Administration, and has served on numerous professional committees, including the Committee on the State of Women in the Economics Profession (CSWEP), a subcommittee of the American Economic Association.

Wednesday  
November 15, 2000  
3:00 P.M.  
3508 Knauss Hall  
WMU